

What is claimed is:

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1. A computer-implemented substitute fulfillment system that identifies and secures substitute workers for a plurality of different organizations, comprising:

a central server that processes information associated with a plurality of different organizations;

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10 a central database coupled to the central server, the central database including records that store substitute fulfillment data associated with each of the plurality of different organizations, wherein for each of the different organizations the fulfillment data includes worker records representing workers that may be absent from the organization and substitute worker records
15 representing substitute workers that may be used to fill a position of an absent worker;

20 a plurality of local processors that are remote from the central server, each of the local processors being associated with one of the different organizations and having a separate local database coupled thereto, wherein each local database is associated with one of the different organizations and includes worker records representing workers that may be absent from the organization and substitute worker records representing
25 substitute workers that may be used to fill a position of an absent worker;

wherein said organizations comprise one or more of schools, school districts, retail banks, branch offices

of banks, convenience stores, manufacturing facilities, fire departments, police departments, hospitals, transportation departments, schools, school districts, airlines and temporary worker agencies;

5 wherein the central database maintains each of the records on each local database in parallel with a corresponding record on the central database by periodically updating the records on the local databases in response to data changes on the central database, and
10 wherein each local database maintains records on the central database in parallel with corresponding records on the local database by periodically updating the records on the central databases in response to data changes on the local database;

15 at least one telephone communication link coupled to the central server, wherein the telephone communication link provides information representing absent workers to the central server, the central server identifies one or more of the substitute workers in response to the
20 information representing absent workers, and the central server communicates information representing positions to be filled to substitute workers via the telephone communication link or an internet communication link; and

25 wherein the central server periodically transmits reports that include absentee and substitute information to each of the different organizations via the telephone communication link or the Internet communication link.

2. A computer-implemented absence and entitlement recording system that records and monitors workers'

absences for a plurality of different organizations,
comprising:

a central server that processes information
associated with a plurality of different organizations;

5 a central database coupled to the central server,
the central database including records that store worker
data associated with each of the plurality of different
organizations, wherein for each of the different
10 organizations the worker data includes worker records
representing workers that may be absent from the
organization and worker records representing cumulative
absences, a type of each absence and remaining time
allowed for absences;

15 a plurality of local processors that are remote from
the central server, each of the local processors being
associated with one of the different organizations and
having a separate local database coupled thereto, wherein
each local database is associated with one of the
different organizations and includes worker records
20 representing workers that may be absent from the
organization and worker records representing cumulative
absences, the type of each absence and remaining time
allowed for absences;

25 wherein the central database maintains each of the
records on each local database in parallel with a
corresponding record on the central database by
periodically updating the records on the local databases
in response to data changes on the central database, and
wherein each local database maintains records on the
30 central database in parallel with corresponding records

on the local database by periodically updating the records on the central databases in response to data changes on the local database;

5 at least one telephone communication link coupled to the central server, wherein the telephone communication link provides information representing absences and entitlements to the central server, the central server tracks absences and entitlements, and the central server communicates information representing absences and
10 entitlements via the telephone communication link or an internet communication link; and

wherein the central server periodically transmits reports that include absentee information to each of the different organizations via the telephone communication
15 link or the Internet communication link.

3. A computer-implemented unexpected event notification system that notifies one or more members of a designated group of an unexpected event of one or more organizations, comprising:

20 a central server that processes information associated with a plurality of different organizations;

a central database coupled to the central server, the central database including records that store contact data associated with each of the plurality of different
25 organizations, wherein for each of the different organizations contact data includes contact records for persons interested in the notifications;

5 a plurality of local processors that are remote from the central server, each of the local processors being associated with one of the different organizations and having a separate local database coupled thereto, wherein each local database is associated with one of the different organizations and includes records representing contact information associated with each of the interested persons;

10 wherein the central database maintains each of the records on each local database in parallel with a corresponding record on the central database by periodically updating the records on the local databases in response to data changes on the central database, and wherein each local database maintains records on the
15 central database in parallel with corresponding records on the local database by periodically updating the records on the central databases in response to data changes on the local database;

20 at least one telephone communication link coupled to the central server, wherein the telephone communication link provides information representing an unexpected event to the central server, the central server identifies one or more members to notify regarding the unexpected event, and the central server communicates
25 information representing the closing via the telephone communication link or an internet communication link; and

30 wherein the central server periodically transmits reports that include contact information to each of the different organizations via the telephone communication link or the Internet communication link.

4. A computer-implemented notification system that notifies one or more members of one or more unions regarding policies, benefits and business matters, comprising:

5 a central server that processes information associated with a plurality of different unions;

10 a central database coupled to the central server, the central database including records that store contact data associated with each of the plurality of different unions, wherein for each of the different unions, contact data includes contact records representing means of contacting members of the unions;

15 a plurality of local processors that are remote from the central server, each of the local processors being associated with one of the different unions and having a separate local database coupled thereto, wherein each local database is associated with one of the different unions and includes contact records representing contact information associated with each of the members;

20 wherein the central database maintains each of the records on each local database in parallel with a corresponding record on the central database by periodically updating the records on the local databases in response to data changes on the central database, and
25 wherein each local database maintains records on the central database in parallel with corresponding records on the local database by periodically updating the records on the central databases in response to data changes on the local database;

at least one telephone communication link coupled to the central server, wherein the telephone communication link provides information regarding policies, benefits and business matters, the central server identifies one or more of the members to notify regarding the information, and the central server communicates the information via the telephone communication link or an internet communication link; and

wherein the central server periodically transmits reports that include contact information to each of the different unions via the telephone communication link or the Internet communication link.

5. A computer-implemented substitute fulfillment system that identifies and places floating workers for a plurality of different organizations, comprising:

a central server that processes information associated with a plurality of different organizations;

a central database coupled to the central server, the central database including records that store substitute fulfillment data associated with each of the plurality of different organizations, wherein for each of the different organizations the fulfillment data includes worker records representing workers that may be absent from the organization and floating worker records representing floating workers that may be used to fill a position of an absent worker;

a plurality of local processors that are remote from the central server, each of the local processors being associated with one of the different organizations and

having a separate local database coupled thereto, wherein each local database is associated with one of the different organizations and includes worker records representing workers that may be absent from the organization and floating worker records representing floating workers that may be used to fill a position of an absent worker;

wherein the central database maintains each of the records on each local database in parallel with a corresponding record on the central database by periodically updating the records on the local databases in response to data changes on the central database, and wherein each local database maintains records on the central database in parallel with corresponding records on the local database by periodically updating the records on the central databases in response to data changes on the local database;

at least one telephone communication link coupled to the central server, wherein the telephone communication link provides information representing absent workers to the central server, the central server identifies one or more of the floating workers in response to the information representing absent workers, and the central server communicates information representing positions to be filled to floating workers via the telephone communication link or an internet communication link; and

wherein the central server periodically transmits reports that include absentee and floater information to each of the different organizations via the telephone communication link or the Internet communication link.

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6. A method of performing substitute fulfillment by finding substitutes for absentee workers in an organization, comprising the steps of:

5 providing an automated substitute fulfillment system remote from said organization;

10 wherein said organization is one or more of the group comprising schools, school districts, retail banks, branch offices of banks, convenience stores, manufacturing facilities, fire departments, police departments, hospitals, transportation departments, schools, airlines and temporary worker agencies;

initializing said substitute fulfillment system by creating a main database of stored substitute fulfillment data records;

15 notifying said substitute fulfillment system of a worker absence;

automatically identifying potential substitute workers using said substitute fulfillment system;

20 automatically contacting potential substitute workers serially and relaying a replacement request until one potential substitute agrees to cover said absence or until said list is exhausted;

notifying personnel in said organization of the results.

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7. A method of performing absence and entitlement recording by recording and monitoring worker's absences in an organization, comprising the steps of:

5 providing an automated absence and entitlement recording system remote from said organization;

initializing said absence and entitlement recording system by creating a main database of stored worker data records;

10 notifying said absence and entitlement recording system of a worker absence;

automatically recording an absence and entitlement of the worker and type of absence;

15 automatically generating a tally of one or more of the group comprising used sick time, vacation time and personal time, and available sick time, vacation time and personal time;

notifying personnel in said organization of the results.

20 8. A method of performing unexpected event notification by notifying one or more members of a designated group, comprising the steps of:

providing an automated unexpected event notification system remote from said organization;

25 initializing said notification system by creating a main database of stored contact data records;

notifying said notification system of an unexpected event;

automatically identifying members to be notified by said notification system;

5 automatically notifying identified members;

notifying personnel in said organization of the results.

9. A method of performing notification of one or more members of one or more unions regarding policies, benefits and business matters, comprising the steps of:

providing an automated notification system remote from said organization;

initializing said notification system by creating a main database of stored contact data records;

15 notifying said system of one or more of a policy, benefit and business matter;

automatically identifying members who should be notified by said system;

automatically notifying identified members;

20 notifying personnel in said organization of the results.

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10. A method of performing substitute fulfillment by finding floating workers for absentee workers in an organization, comprising the steps of:

5 providing an automated substitute fulfillment system remote from said organization;

initializing said substitute fulfillment system by creating a main database of stored floating workers fulfillment data records;

10 notifying said floating worker fulfillment system of a worker absence;

automatically identifying floating workers who should be notified by said system;

automatically contacting a floating worker and relaying absent worker's position and location;

15 notifying personnel in said organization of the results.

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